

Dear Colleagues,

I know from recent conversations with many of you that you have questions related to the recent petition filed by the Service Employees International Union (SEIU) with the National Labor Relations Board requesting a vote on a union to represent a group of non-tenure track faculty at Elon University. I feel it important, to me personally, to share with you my opinion on these unionization efforts.

After working in five universities, I can tell you that Elon University is a special place. I agree wholeheartedly with what President Book and Provost House have said in their messages earlier this week. Elon University is a relationship-based community and our strength comes from the power of relationships and community. Our shared governance model and our ability to work together to address issues that support our students, faculty, and staff are hallmarks of Elon that I haven't seen at the other universities that I have worked at. I support Drs. Book and House in their efforts to address any issues brought forward through our shared governance process.

In the Love School of Business, we have a history of recognizing the many contributions of our non-tenure track colleagues. Specifically:

- A continuing track faculty member (since retired) served two stints as associate dean of the LSB and as interim dean;
- Two continuing track faculty members currently serve as department chairs;
- We have moved several adjunct faculty members into lecturer track positions in the departments of Accounting, Management, and Marketing;
- We have moved an adjunct faculty member into a continuing track position;
- We have moved several continuing track faculty members into tenure track positions;
- We have funded travel of any adjunct faculty member who asked to attend a conference for professional development;
- Adjunct faculty members teach courses, including elective courses, commensurate with their professional expertise pursuant to AACSB accreditation standards;

Therefore, I oppose the unionization efforts because of the impact it would have on all of us, even those who would not be in the union. I feel it would drastically change the Elon culture. Personally, if the unionization effort were to succeed, it would be a very sad day for me. Several of our colleagues in the LSB have worked at schools with a union and I encourage you to speak to them about their experiences. My door is always open should you wish to discuss the matter with me.

Thanks for all that you do.

Best, Raghu